

## Message Text

UNCLASSIFIED

PAGE 01 JAKART 05520 01 OF 04 280619Z  
ACTION EA-12

INFO OCT-01 ISO-00 ONY-00 /013 W  
-----082543 280629Z /10 R  
R 280420Z APR 78  
FM MEMBASSY JAKARTA  
TO SECSTATE WASHDC 8416

UNCLAS SECTION 1 OF 4 JAKARTA 5520/1

FOR DEPTY UNSECY FOR MANAGEMENT FROM AMBASSADOR

E.O. 11652: N/A  
TAGS: OGEN, ID  
SUBJ: FY 1980 GOALS/OBJECTIVES AND RESOURCE MANAGEMENT(GORM)PROCESS

REF: A) STATE 063477; B) JAKARTA A-011, FEBRUARY 9,1978; C) STATE 076  
365

1. IN ACCORDANCE WITH THE INSTRUCTIONS CONTAINED REFTEL A, EMBASSY  
SUBMITS THE FOLLOWING:FORM ZBB-1: FORM ZBB-2(PACKAGE WORKSHEET CONSIS  
TING OF PACKAGE I,II, III, AND IV; FORM ZBB-3(ACTIVITY DESCRIPTION  
, RESOURCE REQUIREMENT, AND IMPACT ON POLICY GOALS).

2. WE WISH CORRECT ERROR IN REFTEL C WHICH ERRONEGUSLY CREDITS THIS  
MISSION WITH A REPRESENTATIVE OF FBO; THUS "CURRENT LEVEL" FOR  
INDONESIA IS 173 RATHER THAN 174.

3. FORM ZBB-1:  
1. TOTAL U.S. PERSONNEL 71  
2. TOTAL FSL 102  
3. TOTAL PERSONEL RESOURCES AT MISSION 173  
A. PACGE I(LINE 3 X 90 PCT) EQUALS 156  
B. PACKAGE II(LINE 3 X 5 PCT) EQUALS 8.5  
C. PACAKGE III(LINE 3 X 5 PCT ) EQUALS 8.5  
D. PACKAGE IV(LINE 3 X 77 PCT) EQUALS 133  
(RATIO FOR INDOESIA: 1. AMERICAN EQUALS 4.8 LOCALS)  
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4. FORM ZBB-2-PACKAGE WORKSHEET:  
ZERO BASE BUDGETING  
FY-1980  
PERSONNEL RESOURCE WORKSHEET  
(LEFT HALF OF CHART)  
(1) (2) (3) (4) (5) (6) (7)

| FY1978   |     |       | PACKAGE I |     |       |     |
|----------|-----|-------|-----------|-----|-------|-----|
| AMER     |     | AMER  | AMER      |     | AMER  |     |
| FUNCTION | OFF | STAFF | FSL       | OFF | STAFF | FSL |
| EXEC     | 2   | 3     | 2         | 2   | 2     | 2   |
| MEDAN    | 1   | -     | -         | 1   | -     | -   |
| SURABAYA | 1   | -     | -         | 1   | -     | -   |
| POL      | 8   | 3     | 3         | 8   | 3     | 2   |
| ECON/COM | 8   | 3     | 6         | 6   | 2     | 6   |
| MEDAN    | 1   | -     | 1         | 0   | -     | 1   |
| SURABAYA | 1   | -     | 1         | 1   | -     | 1   |
| CONS     | 3   | -     | 5         | 3   | -     | 5   |
| MEDAN    | 1   | -     | 1         | 1   | -     | 1   |
| SURABAYA | 1   | -     | 1         | 1   | -     | 1   |
| ADM      | 1   | 1     | 1         | 1   | 1     | 0   |
| MEDAN    | 1   | -     | 6         | 1   | -     | 6   |
| SURABAYA | 1   | -     | 5         | 1   | -     | 5   |
| SY       | 1   | 1     | 2         | 1   | 1     | 2   |
| PER      | 2   | -     | 8         | 2   | -     | 8   |
| C&R      | 6   | 5     | 6         | 6   | 5     | 3   |
| MEDAN    | -   | 1     | -         | -   | 1     | -   |
| SURABAYA | 1   | -     | -         | 1   | -     | -   |
| B#F      | 2   | -     | 9         | 2   | -     | 9   |
| GSO      | 8   | -     | 44        | 6   | -     | 44  |
| MED      | 3   | -     | -         | 3   | -     | -   |
| OTHER #  |     |       |           |     |       |     |
| JOT      | 1   | -     | -         | 0   | -     | -   |

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|            |    |    |     |    |    |    |
|------------|----|----|-----|----|----|----|
| FSI        | -  | -  | 1   | -  | -  | 1  |
| TOTAL THIS |    |    |     |    |    |    |
| PACKAGE    | 54 | 17 | 102 | 48 | 15 | 97 |
| CUMULATIVE |    |    |     |    |    |    |
| TOTAL      | 54 | 17 | 102 | 48 | 15 | 97 |

(1 AMERICAN VICE 4.8 FSL'S)

## 5. FORM ZBB-2-PACKAGE WORKSHEET

(RIGHT HALF OF CHARG)

|          | (8)               | (9)   | (10) | (11)                 | (12)  | (13) |
|----------|-------------------|-------|------|----------------------|-------|------|
|          | PACKAGE II(95PCT) |       |      | PACKAGE III(100 PCT) |       |      |
|          | AMER              | AMER  |      | AMER                 | AMER  |      |
| FUNCTION | OFF               | STAFF | FSL  | OFF                  | STAFF | FSL  |
| EXEC     | 1                 |       |      |                      |       |      |
| MEDAN    |                   |       |      |                      |       |      |
| SURABAYA |                   |       |      |                      |       |      |
| POL      |                   | 1     |      |                      |       |      |
| ECON/COM |                   |       | 2    | 1                    |       |      |
| MEDAN    |                   |       | 1    |                      |       |      |
| SURABAYA |                   |       |      |                      |       |      |
| CONS     |                   |       |      |                      |       |      |
| MEDAN    |                   |       |      |                      |       |      |

SURABAYA

ADM 1

MEDAN

SURABYA

SY

PER

C&R

MEDAN 3

SURABAYA

B&F

GSO 1 1

MED

OTHER #

JOT 1

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FSI

TOTAL THIS

|           |   |   |   |   |   |
|-----------|---|---|---|---|---|
| PACKAGE 1 | 1 | 2 | 5 | 1 | 3 |
|-----------|---|---|---|---|---|

CUMULATIVE

|          |    |    |    |    |     |
|----------|----|----|----|----|-----|
| TOTAL 49 | 16 | 99 | 54 | 17 | 102 |
|----------|----|----|----|----|-----|

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ACTION EA-12

INFO OCT-01 ISO-00 ONY-00 /013 W

-----082661 280635Z /11-R

R 280420Z AP 78

FM AMEMBASSY JAKARTA

TO SECSTATE WASHDC 8417

UNCLAS SECTION 2 OF 4 JAKARTA 5520

FOR DEPTY UNSECY FOR MANAGEMENT FROM AMBASSADOR

E.O. 11652: N/A

TAGS: OGEN, ID

SUBJ: FY1980 GOALS/OBJECTIVES AND RESOURCEMANAGMENT(GORM) PROCESS

REF: A) STATE 063477; B) JAKARTA A-011, FEBRUARY 9, 1978; C) STATE

076365

(14) (15) (16)

PACKAGE IV

AMER AMER

FUNCTION OFF STAFF FSL

EXEC

MEDAN

SURABAYA

POL 1

ECON/COM 1

MEDAN

SURABAYA

CONS

MEDAN

SURABAYA

ADM

MEDAN

SURABAYA

SY

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PER 2

C&amp;R 2

MEDAN

SURABAYA

B&amp;F

GSO 126

MED 1

OTHER#

JOT

FSI

TOTAL THIS

PACKAGE 133

CUMULATIVE

TOTAL 54 17 235

# OTHER-OFFICERS WITH REGIONAL RESPONSIBILITIES HAVE NOT BEEN LISTED SEPARATELY UNDER OTHER AS INSTRUCTED IN REFTEL C, SINCE THEY ARE ALREADY INCLUDED AS MEMBERS OF THE EMBASSY'S STAFF. FOR CLARIFICATION, HOWEVER, THE OFFICERS WITH REGIONAL TITLES ARE: A) REGIONAL SECURITY OFFICER WHO IS REGIONAL IN SO FAR AS HE COVERS MEDAN AND SURABAYA, AS WELL AS JAKARTA. HIS POSITION IS NOT AFFECTED BY ANY POSSIBLE CUTS. B) COMMUNICATIONS ELECTRONICS OFFICER ALSO COVERS SINGAPORE AND KUALA LUMPUR. HIS POSITION IS NOT AFFECTED BY THE PRESENT PACKAGE. C) THE LABOR ATTACHE, WHILE PRIMARILY ASSIGNED TO JAKARTA, IS ALSO A REGIONAL OFFICER COVERING MALAYSIA AND SINGAPORE, WHICH HE VISITS ABOUT TWICE A YEAR. IF WE HAVE TO ELIMINATE AN OFFICER, THIS POSITION WOULD BE ONE OF THOSE TO BE CUT. D) THE MEDICAL OFFICER IS A

REGIONAL POSITION WHICH COVERS SURABAYA, MEDAN AND SINGAPORE.  
HIS POSITION IS NOT CONSIDERED FOR ELIMINATION WITHIN THIS  
PACKAGE.

6. ZBB FORM 3:  
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(1) COUNTRY: INDONESIA

(2) PACKAGE I OV IV.

(3) ACTIVITY DESCRIPTION: AT 90 PCT O OUR CURRENT LEVEL, THE  
EMBASSY COULD PURSUE MANY US GOALS AND OBJECTIVES IN INDONESIA AND  
CARRY OUT MINIMAL ACTIVITIES ESSENTIAL TO THI EMBASSY, BUT AT A CON-  
SIDERABLE COST IN THE EFFECTIVENESS OF CERTAIN KEY SECTIONS. THE  
RANGE OF EMBASSY ACTIVITIES AT THIS LEVEL SERIOUSLY DIFFERS FROM  
OUR CURRENT MIX IN THE DECREASE IN THE ECONOMIC, ADMINISTRATIVE,  
EXECUTIVE AND POLITICAL ACTIVITIES. THE CONSULAR SECTION CANNOT BE  
DECREASED BECAUSE OF INCREASED WORKLOAD.

AT THE MINIMUM LEVEL THE EXECIIVE STAFF OF 6(2) OFFICERS AND  
2 STAFF IN JAKARTA: ONE OFFICER EACH IN SURABYA AND MEDAN) COULD  
CONTINUE TO CONDUCT POLICY FORMULATION AND MANAGEMENT GUIDANCE FOR  
ALL ELEMENTS IN THE MISSION. ESSENTIAL PROTOCOL AND FORMAL REPRE-  
SENATATIONAL FUNCTIONS WOULD BE SERIOUSLY AFFECTED. THE ROTATIONAL  
OFFICER HAS BEEN OF VALUE TO THE MISSION BUT IS, OF COURSE, ABOVE  
COMPLEMENT.

THE 17-PERSON(6 OFFICERS, 2 STAFF AND 6 FSL IN EMBASSY JAKARTA:  
1 OFFICER AND 1 FSL IN SURABYA: 1 FSO IN MEDAN ) ECONOMIC/COMMERCIAL  
PART OF THE MISSION WOULD HAVE TO CUT SOME OF ITS PRESENT PROGRAM  
OF REPRESENTATION, REPORTING AND POLICY FORMULATION IN SUPPORT OF  
OBJECTIVES IA,IIIA, IVA, IVB,IVC AND IVD, AS WELL AS TH CCP.  
FOR EXAMPLE, THE WORK OF THE LABOR OFFICER AND THE MINERALS OFFICER  
WOULD HAVE TO BE ABSORBED BY THE OTHER MEMBERS OF THE SECTION IN  
JAKARTA ND THAT OF THE CONOMIC/COMMERCIAL OFFICE IN MEDAN WOULD  
HAVE TO BE UNDERTAKEN BY THE CONSUL. ITWOULD BE DIFFICULT IF NOT  
IMPOSSIBLE TO MOUNT AN EFFORT IN FAVOR OF ATRADE FAIR, SUCH AS THE  
EMBASSY'S 1977 ONE, WITHOUTADDITIONAL ASSISTANCE. SOME CEP RE-  
PORTIN WOULD CERTAINLY BE AFFECTED WITH REGARD TO TIMELINESS AND  
IN-DEPTH STUIDIES WOULD SUFFER. OUR SUPPORT TO AMERICAN BUSINESS  
WOULD ALSO BE SERIOUSLY REDUCED.

KEY ADMINISTRATIVE SERVICES WITH A REDUCED STAFF O 32 US  
AN 77 FSL POSITIONS(JAKARTA WITH 21 OFFICERS, 7 STAFF AND66 FSLs:  
SURABAYA WITH 2 OFFICERS, 0 STAFF, 5 FSLs: MEDAN WITH 1 OFFICER,1  
STAFF, 6 FSLs) WOULD BE ADVERSELY AFFECTED AN THIS WOULD REDUCE OUR  
ABILITY TO CARRY OUR ESSENTIAL OPERATIONSAND PROGRAMS.  
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PARTICULARLY HARD HIT WOULD BE SECURITY, PERSONNEL AND

GENERAL SERVICES. COMMUNICATIONS COULD BE MAINTAINED AS AT  
PRESENT, IF AND WHEN TERP IS INSTALLED.

(4) RESOURCES REQUIREMENTS:

|          | FY1980 | FY1980 |                       |             |
|----------|--------|--------|-----------------------|-------------|
|          |        |        | THIS PKG              | CUMMULATIVE |
|          | FY78   | FY79   | ONLY                  |             |
| OFFICERS | 54     | 54     | 48                    | 48          |
| STAFF    | 17     | 17     | 15                    | 15          |
| FSL      | 102    | 102    | 97                    | 97(1 AMER.  |
|          |        |        | OFFICER VICE 4.8 FSL) |             |
| TOTAL    | 173    | 173    | 160                   | 160         |

(5) IMPACT ON CURRENTUS POLICY GOALS, OBJECTIVES AN ESSENTIAL  
ACTIVITIES:

THE BASIC STRUCTURE OF THE EMBASSY TO SUPPORT ITS  
OBJECTIVES AND GOAL WOULD REMAIN INTACT THOUGH SERIOUSLY WEAKENED. TH  
E  
REDUCTION OF ONE STAFF IN THE EXECUTIVE OFFICE WOULD SERIOUSLY AFFECT  
REPRESENTATIONAL ACTIVITIES OFTHE AMBASSADOR AND DCM, AS  
WELL AS THE ADMINISTRATIVE SUPPORT OF THEIR RESIDEN ES. FOREXAMPLE,  
THISSECRETARY SENT OUT MORE THAN 1,200 OFFICIAL INVITATIONS DURING  
THE AMBASSADOR'S FIRST FOURMONTHS AT POST, BESIDES PREPARING  
VOUCHERS, FOLLOWING UP REPEATEDLY TO GET RESPONSES FROM INVITEES, ETC  
.  
THIS AMOUNT OF WORK SIMPLY COULD NOT BE ABSORBED BY THEOTHER TWO  
SECRETARIES IN THE OFFICE.

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ACTION EA-12

INFO OCT-01 ISO-00 ONY-00 /013 W  
-----082771 280649Z /10 R  
R 280420Z APR 78  
FM AMEMBASSY JAKARTA  
TO SECSTATE WASHDC 8418

UNCLAS SECTION 3 OF 4 JAKARTA 5520/3

FOR DEPTY UNSECY FOR MANAGEMENT FROM AMBASSADOR

E.O. 11652: N/A  
TAGS: OGEN, ID  
SUBJC : FY 1980GOALS/OBJECTIVES AND RESOURCE MANAGEMENT(GORM) PROCESS

REF: A) STATE 063477; B) JAKARTA A-011, FEBRUARY 9,1978; C) STATE  
076365

THE MOST SERIOUSLY AFFECTED SECTION OF THE EMBASSY WOULD BE THE ECONOMIC/COMMERCIAL SECTION. IN MEDAN, THE CONSUL WOULD HAVE TO PICK UP THAT ENTIRE BURDEN WITH PERHAPS SOME SLIGHT ASSISTANCE FROM THE ADMINISTRATIVE OFFICER. IN JAKARTA, LABOR REPORTIN WOULD HAVE TO BE PICKED UP BY ANOTHER OFFICER IN THE ECONOMIC/COMMERCIALSECTION AND ALSO, IN PART, BY THE POLVICAL SECTION. THE WORK OF THE MINERALS OFFICER WOULD HAVE TO BE TAKEN ON BY THE PETROLEUM OFFICER WHOSE WORK IS ALREADY A FULLTIME JOB. THIS WOULD AFFECT OBJECTIVE IV. THE LOSS OF A SECRETARY WOULD NECESSARILY AFFECT THE OUTPUT OF THE SECTION AS A WHOLE.

THE ADMINISTRATIVE SECTION OF THIS MISSION SERVICES NINE AGENCIES, INCLUDING THE STATE DEPARTMENT, AS A JOINT ADMINISTRATIVE OFFICE. THIS INVOLVES LOOKING AFTER SOME 250 FAMILIES IN GOVERNMENT-OWNED OR LEASED QUARTERS. THE ELIMINATION OF TWO GENERAL SERVICES OFFICERS WOULD MEAN THAT MUCH LESS SUPERVISION OF THE GENERALLY POORLY QUALIFIED LOCAL STAFF, AND, THEREFORE, LESSENE SUPPORT FOR ALL NINE AGENCIES. THE CUT OF THREE C&R FSLs WOULD BE SERIOUS IF THE TERP WERE NOT INSTALLED AS PLANNED SINCE THEY HANDLE VIRTUALLY ALL UN-UNCLASSIFIED

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CLASSIFIED TRAFFIC.

WITH REFERENCE TO THE FOREGOING PARAGRAPH, THE LOSS OF TWO OFFICERS(DAS) IN ADMIN/GSO WOULD SERIOUSLY HAMPER THE MAJOR SUPPORT SERVICES FOR ALL AGENCIES SINCE ONE OFFICER IS CONCERNED WITH THE PROCESSING OF WORK ORDERS IN THE MAINTENANCE SECTION AND THE OTHER OFFICER IS RESPONSIBLE FOR THE REPAIR OF ALL MECHANICAL EQUIPMENT INCLUDING GENERATORS AND VEHICLES IN THE MOTOR POOL.

THE LOSS OF THE FOUR FSL CORE POSITIONS(1 ADMN SECRETARY AND 3 TELETYPEPISTS) WOULD HAVE ONLY MINIMAL IMPACT ON THE AGENCIES FOR WHICH WE PROVIDE SUPPORT, IF RPT IF TERP IS INSTALLED. THE FSL SECRETARY FORMERLY WORKED FOR THE DEPUTY ADMINISTRATIVE COUNSELOR AND THE SLOT IS PRESENTLY VACANT. LOSING IT WOULD CAUSE NO SERIOUS HARDSHIP. THE TERP, OF COURSE, WILL BE FULLY AUTOMATIC, IF INSTALLED, BUT WE UNDERSTAND ITS INSTALLATION IS NOW TO BE POSTPONED. LOSING THE 3 TELETYPEPISTS BEFORE TERP IS FULLY OPERATIONAL WOULD CREATE SERIOUS PROBLEMS FOR US.

THE CUT OF ONE FSL TRANSLATOR IN THE POLITICAL SECTION WOULD BE A SERIOUS LOSS TO THE ENTIRE MISSION FOR WHOM THE POLITICAL SECTION TRANSLATES BOTH NEWSPAPERS AND OTHER DOCUMENTS FROM INDONESIAN INTO ENGLISH.

IN SUMMARY, IN ORDER TO REACH THE 90 PCT GOAL, THE MISSION WOULD PROPOSE TO CUT 10 PCT OF EACH CATEGORY: 5.3 OFFICERS, 1.7 FSS AND 10 FSL. HOWEVER, WE ELECT TO REDUCE ONE MORE AMERICAN (FOR A TOTAL OF 8) IN LIEU OF REDUCING OUR FSLs BY 4.8. THUS, THE ACTUAL FSL REDUCTION WOULD BE ONLY 5.

7. (Q) COUNTRY: INDONESIA

(2) PACKAGE II OF IV.

(3) ACTIVITY DESCRIPTION: AT THIS LEVEL, THE EXECUTIVE OFFICE WOULD BE RESTORED TO FULL FUNCTIONING AS WOULD BE THE POLITICAL SECTION. THE ECONOMIC/COMMERCIAL SECTION WOULD CONTINUE TO BE HINDERED BY THE LOSS OF TWO E/CM OFFICERS AND A SECRETARY, AS WELL UNCLASSIFIED

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AS THE LABOR ATTACHE. THE CONSULAR FUNCTION WOULD BE UNAFFECTED.

FINALLY, THE ADMINISTRATIVE SECTION, WHILE HAVING ONE OFFICER AND ONE FSL RESTORED WOULD STILL BE SHORT ONE IMPORTANT OFFICER (FSS). THE C&R WOULD BE SHORT THREE FSLs, IF THE TERP HAS NOT BEEN INSTALLED.

(4) RESOURCES REQUIREMENTS:

|          |        |        |                                          |             |
|----------|--------|--------|------------------------------------------|-------------|
|          | FY1980 | FY1980 |                                          |             |
|          |        |        | THIS PKG                                 | CUMMULATIVE |
|          | FY78   | FY79   | ONLY                                     |             |
| OFFICERS | 54     | 54     | 1                                        | 49          |
| STAFF    | 17     | 17     | 1                                        | 16          |
| FSLs     | 102    | 102    | 2(PLUS 4.8 VICE 1 AMERICAN NOT RESTORED) | 99          |
| TOTALS   | 173    | 173    | 8.8                                      | 164         |

(5) IMPACT ON CURRENT US POLICY GOALS, OBJECTIVES AND ESSENTIAL ACTIVITIES: THERE WILL CONTINUE TO BE A SHORTFALL IN ECONOMIC REPORTING DUE TO REDUCTION IN E/CM OF A LABOR ATTACHE, ONE AMERICAN SECRETARY AND AN ECONOMIC/COMMERCIAL OFFICER IN BOTH JAKARTA AND MEDAN. THIS WILL AFFECT TIMELY CERP REPORTING AND THE CCP, AS WELL AS OBJECTIVE IV OF THE EMBASSY'S POLICY GOALS AND OBJECTIVES, IN THAT WORK FORMERLY PERFORMED BY THESE PERSONS WILL HAVE TO BE ASSIGNED

TO OTHERS WHO, IN TURN, WILL HAVE LESS TIME FOR THEIR CURRENT WORK.

THE LOSS OF ONE OFFICER (DAS) IN ADMIN/GSO WOULD HAMPER CONDUCT OF A MAJOR SERVICE FOR ALL AGENCIES, SINCE HE IS RESPONSIBLE FOR THE REPAIR OF ALL MECHANICAL EQUIPMENT, INCLUDING GENERATORS AND VEHICLES IN THE MOTOR POOL. IF THE TERP IS NOT INSTALLED, THE LOSS OF THREE FSL CORE POSITIONS (3 C&R TELETYPEISTS) WOULD BE SERIOUS, SINCE THEY HANDLE VIRTUALLY ALL OF OUR LARGE VOLUME OF UNCLASSIFIED CABLE TRAFFIC.

8. (1) COUNTRY: INDONESIA

(2) PACKAGE III OF IV

(3) ACTIVITY DESCRIPTION: ALL ACTIVITIES CURRENTLY CONDUCTED BY THE EMBASSY WOULD BE CONTINUED IN SUPPORT OF THE AGREED FOUR MAJOR GOALS AND OBJECTIVES.

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(R) RESOURCE REQUIREMENTS:

FY1980

THIS PKG FY1980

|          | FY78 | FY79 | ONLY | CUMMULATIVE |
|----------|------|------|------|-------------|
| OFFICERS | 54   | 54   | 5    | 54          |
| STAFF    | 17   | 17   | 1    | 17          |
| FSL      | 102  | 102  | 3    | 102         |
| TOTALS   | 173  | 173  | 9    | 173         |

(5) IMPACT ON CURRENT US POLICY GOALS, OBJECTIVES AND ESSENTIAL ACTIVITIES: BASED ON THE HISTORY OF THE PAST FEW YEARS AND PROSPECTS FOR THE FORTHCOMING SEVERAL YEARS, WE WOULD ESTIMATE THAT THE WORKLOAD OF THE ECONOMIC SECTION WOULD CONTINUE AT THE PRESENT OR AT AN INCREASED LEVEL, THAT THE CONSULAR LOAD WILL CONTINUE TO INCREASE AND THAT THE BURDEN IMPOSED UPON THE ADMINISTRATIVE SECTION WILL ALSO INCREASE BECAUSE OF PROPOSED INCREASES, PARTICULARLY IN THE USAID STAFF. WE BELIEVE THAT THE PRESENT FSO AND FSS STAFFS IN THE EMBASSY WILL CONTINUE TO PERFORM EFFECTIVELY FOR A TIME BUT MAY REQUIRE INCREASED IN SOME CATEGORIES AS THE WORKLOADS GROW.

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ACTION EA-12

INFO OCT-01 ISO-00 ONY-00 /013 W  
-----084817 280940Z /10 R

R 280420Z APR 78  
FM AMEMBASSY JAKARTA  
TO SECSTATE WASHDC 8419

UNCLAS SECTION 4 OF 4 JAKARTA 5520/4

FOR DEPT UNSECY FOR MANAGEMENT FROM AMBASSADOR

E.O. 11652: N/A  
TAGS: OGEN, ID  
SUBJ: FY 1980 GOALS/OBJECTIVES AND RESOURCE MANAGEMENT (GORM) PROCESS

9. (1) COUNTRY: INDONESIA
- (2) PACKAGE IV OF IV.
- (3) ACTIVITY DESCRIPTION: BECAUSE THE INSPECTORS TOOK EXCEPTION TO OUR FSL CONTRACTUAL ARRANGEMENTS, WE REQUESTED IN OCTOBER 1977 ADDITIONAL SLOTS FOR EMPLOYEES, NOW ON CONTRACT, WHO HAVE A PERSONAL SERVICES RELATIONSHIP WITH THE EMBASSY AND SHOULD BE DIRECT HIRE. THE NUMBER PROBLEM STEMS FROM 1968 WHEN THE SIZE OF THE MISSION INCREASED WITHOUT A CORRESPONDING INCREASE IN THE NUMBER OF SLOTS.

THE BULK OF THE EMPLOYEES WOULD BE CONCENTRATED IN GSO POSITIONS AND GSO TECHNICAL SLOTS(E.G. GENERATOR TECHNICIANS, ELECTRICIANS, MASONS, CARPENTERS, PAINTERS, ETC.) AS WELL AS VARIOUS CLERICAL POSITIONS ELSEWHERE IN ADMINISTRATION(TRAVEL UNIT, MEDICAL UNIT, PERSONNEL. NEED TO PROVIDE AND MAINTAIN HOUSING (MANY OF THE HOUSES ARE OLD ONES) IS UNQUESTIONED AND IT WOULD BE IMPOSSIBLE TO MAINTAIN THE SUPPORT NECESSARY WITHOUT EITHER CONTRACTUALS OR DIRECT HIRE SLOTS. CONTRACTS ARE UNPOPULAR WITH THE DEPARTMENT; THUS WE MUST HAVE 133 FSL POSITIONS.

(4) RESOURCES REQUIREMENTS:

FY1980

THIS PKG FY 1980

FY78 FY79 ONLY CUMMULATIVE

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|          |     |     |         |
|----------|-----|-----|---------|
| OFFICERS | 54  | 54  | 54      |
| STAFF    | 17  | 17  | 17      |
| FSL      | 102 | 102 | 133 235 |

(5) IMPACT ON CURRENT US POLICY, GOALS, OBJECTIVES AND ESSENTIAL ACTIVITIES: WITH APPROXIMATELY 250 FAMILIES IN THE MISSION REQUIRING SUPPORT SERVICES AND HOUSING, THE NECESSITY FOR PROVIDING ADEQUATE STAFF TO MAINTAIN THE "STATUS QUO," AND COPE WITH UNEXPECTED EMERGENCIES AND REPAIR WORK IS OBVIOUS.

10. EVALUATION OF GOALS, OBJECTIVES AND RESOURCE MANAGEMENT OF ALL

AGENCIES: SUBJECT TO THE AMBASSADOR'S SUPERVISION, COORDINATION AND DIRECTION IN JAKARTA, THERE ARE SEVEN AGENCIES: STATE, ICA, LIBRARY OF CONGRESS, USAID, AS, DAO AND DLG (THE LATTER TWO BOTH MEMBERS OF DOD). ALL CARRY OUT ACTIVITIES RELATED TO THE MISSION'S APPROVED POLICIES, GOALS AND OBJECTIVES AND ESSENTIAL ACTIVITIES. ICA IS PARTICULARLY CONCERNED WITH OBJECTIVES I, III AND IV, ALTHOUGH IT SUPPORTS ALL GOALS. DLG IS CONCERNED WITH OBJECTIVE II. USAID IS INVOLVED IN OBJECTIVES III AND IV, AS WELL AS V AND IS A PRINCIPAL MEANS OF DEMONSTRATING US SUPPORT FOR INDONESIAN DEVELOPMENTAL EFFORTS.

11. I CONSIDER USG ACTIVITIES OF ALL AGENCIES IN INDONESIA TO PLAY A ROLE IN THE ATTAINMENT OF AGREED MISSION GOALS, OBJECTIVES AND ESSENTIAL ACTIVITIES. NEVERTHELESS, IF FORCED TO DO SO, I WOULD LIST THE LABOR ATTACHE FUNCTIONS AS THE LEAST VITAL BECAUSE OF THE RELATIVE WEAKNESS OF THE INDONESIAN LABOR MOVEMENT AT THIS TIME. SECONDLY, I WOULD CONSIDER THE ACTIVITIES OF THE LIBRARY OF CONGRESS AS NON-ESSENTIAL TO THE GOALS AND OBJECTIVES OF THIS MISSION, THOUGH I RECOGNIZE THE IMPORTANCE OF ITS FUNCTIONS TO UNIVERSITIES AND OTHER INSTITUTIONS IN THE U.S. THE MILITARY COMPONENT OF THE MISSION MIGHT BE REDUCED SLIGHTLY WITH NO MAJOR LOSS OF EFFECTIVENESS IF, AS THIS EMBASSY HAS

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PREVIOUSLY SUGGESTED, THE DAO AND DLG COMBIE THEIR AIRCRAFT REQUIREMENTS(THEY NOW EACH HOVE ONE), THEREBY ELIMIANATING ONE OR TWO POSITIONS.

12. IN SUMMARY, I WOULD AGAIN, AS HAS BEEN DONE IN THE PAST, POINT OUT CERTAIN FACTS WHICH INFLUENCE GREATLY THE SIZE OF THE US MISSION IN INDONESIA. FIRST, THERE ARE THE BASIC REQUIREMENTS OF POLITICAL, ECONOMIC, CONSULAR FUNCTIONS IMPOSED UPON US BY LAW AS WELL AS BY THE NEEDS OF SUCH NON-STATE AGENCIES AS TREASUREY, COMMERCE, AGRICULTURE, LAOR AND DOE. THE PRESIDENT'S RECENT REQUEST FOR INCREASED US AID ABROAD AS WELL AS FOR INCREASED EFFORTS IN TRADE PROMOTION IMPOSE INCREASING DEMANDS ON BOTH OUR ECONOMIC/COMMERCIAL SECTION AND THE USAID MISSION.THE CONTINUATION OF THE IMPORTANT FMS MILITARY PROGRAM REQUIRES A MILITARY PRESENCE. FAS HAS BEEN INCREASED IN THE LAST YEAR BECAUSE OF GROWING REPORTIN REQUIREMENTS, AS WELL AS SUCCESSFUL EXPORT PROMOTION EFFORTS. DEA HAS ALSO BEEN INCREASED, ASIT HAS ESTABLISHED EFFECTIVE LIAISON WITH ITS COUNTER-PARTS IN INDONESIA AND BECASUSE OF THE POTENTIAL DEVELOPMENT OF INDONESIA INTO A TRANSIT AND PERHAPS PRODUCTION BASE FOR ILLICIT DRUG TRADE. ONLY STATE, ICA AND DLG HAVE BEEN CUT DURING THE PAST THREE YEARS. TO SUPPORT THE EIGHT AGENCIES, INCLUDIN STATE, IN JAKARTA THERE HAS BEEN ESTABLISHED AN EFFECTIVE JOINT ADMINISTRATIVE OFFICE WHICH IS STAFFED BY STATE AND AID BUT SUPPORTED BY ALL AGENCIE S.

THEREFORE, A CUT IN THIS BRANCH OF THE EMBASSY'S ACTIVITIES AFFECTS ALL AGENCIES CONCERNED. AS I N MOST POSTS IN THE WORLD TODAY, STATE IS A MINORITY AT THIS POST AN TO CUT IT SEVERELY IS TO LIMIT ITS ABILITY TO PERFORM NOT ONLY ITS PRIMARY FUHCTIONS BUT THOSE OF SUPPORT FOR THE MANY OTHER AGENCIES INCLUDED IN THE MISSION UNDER MY DIRECTION.

MASTERS

UNCLASSIFIED

NNN

## Message Attributes

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**Review Markings:**  
Sheryl P. Walter  
Declassified/Released  
US Department of State  
EO Systematic Review  
20 Mar 2014  
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